

**2000 - 2001**

**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**THE CITY OF SAINT PAUL**

**AND**

**THE SAINT PAUL POLICE FEDERATION**

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**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**THE CITY OF SAINT PAUL**

**AND**

**THE SAINT PAUL POLICE FEDERATION**

This AGREEMENT is entered into, between the City of Saint Paul, hereinafter referred to as the EMPLOYER, and the Saint Paul Police Federation, hereinafter referred to as the FEDERATION. The EMPLOYER and the FEDERATION concur that this AGREEMENT has as its basic objective the promotion of the mutual interests of the City of Saint Paul and its employees to provide the highest level of services by methods which will best serve the needs of the general public.

## **ARTICLE 1 - PURPOSE**

- 1.1 The EMPLOYER and the FEDERATION agree that the purpose of entering into this AGREEMENT is to:
- 1.1 (1) Achieve orderly and peaceful relations, thereby establishing a system of uninterrupted operations and the highest level of performance that is consistent with the well-being of all concerned.
  - 1.1 (2) Establish the full and complete understanding of the parties concerning the terms and conditions of this AGREEMENT.
  - 1.1 (3) Establish procedures to orderly and peacefully resolve disputes as to the application or interpretation of this AGREEMENT.
  - 1.1 (4) Place in written form the parties' agreement upon terms and conditions of employment for the duration of this AGREEMENT.

## **ARTICLE 2 - DEFINITIONS**

- 2.1 FEDERATION: Saint Paul Police Federation
- 2.2 EMPLOYER: The City of Saint Paul
- 2.3 FEDERATION MEMBER: A member of the Saint Paul Police Federation.
- 2.4 EMPLOYEE: A member of the FEDERATION'S exclusively recognized bargaining unit.
- 2.5 AGREEMENT: The collective bargaining agreement between the FEDERATION and the EMPLOYER
- 2.6 DEPARTMENT HEAD: The Chief of Police, City of Saint Paul

## **ARTICLE 3 - RECOGNITION**

- 3.1 The EMPLOYER recognizes the FEDERATION as the exclusive representative for the purpose of meeting and negotiating the terms and conditions of employment for all full-time police department personnel; excluding supervisory employees, confidential employees, part-time employees, temporary or seasonal employees and all other employees exclusively represented by other organizations.

## ARTICLE 3 - RECOGNITION (Continued)

3.2 Job classes that are within the bargaining unit and covered by this AGREEMENT are as follows:

Commander	Lieutenant
Communications Technician	Police Officer
Communications Services and Maintenance Supervisor	Sergeant
Lead Communications Technician	
Emergency Communications Center Manager	
Emergency Communications Center Shift Supervisor	
Emergency Communications Center Fire Dispatcher I	
Emergency Communications Center Fire Dispatcher II	
Emergency Communications Center Police Dispatcher	
Emergency Communications Center Telecommunicator	

3.3 In the event the EMPLOYER and the FEDERATION are unable to agree as to the inclusion or exclusion of a new or modified job position the issue shall be submitted to the Bureau of Mediation Services for determination.

## ARTICLE 4 - SECURITY

4.1 The EMPLOYER shall deduct from the wages of employees who authorize such a deduction, in writing, an amount necessary to cover monthly FEDERATION dues. Such monies shall be remitted as directed by the FEDERATION.

4.2 The FEDERATION may designate employees from the bargaining unit to act as stewards and shall inform the EMPLOYER in writing of such choice.

4.3 The EMPLOYER shall make space available on the employee bulletin board for posting official FEDERATION notices and announcements.

If upon review, the department head or authorized representative in charge of the facility or work area where the notice(s) or announcement(s) is to be posted disapproves of the posted item(s), it shall be removed.

4.4 The FEDERATION agrees to indemnify and hold the EMPLOYER harmless against any and all claims, suits, orders, or judgments brought or issued against the City as a result of any action taken or not taken by the City under the provisions of this Article.

4.5 The Federation agrees that an administrative service fee of twenty-five cents (\$0.25) per member biweekly shall be deducted by the City of Saint Paul from the amount withheld for dues or fair share prior to remittance of dues or fair share to the Federation.

## **ARTICLE 5 - EMPLOYER AUTHORITY**

- 5.1 The FEDERATION recognizes the prerogatives of the EMPLOYER to operate and manage its affairs in all respects in accordance with applicable laws and regulations of appropriate authorities. The prerogatives and authority that the EMPLOYER has not officially abridged, delegated or modified by this AGREEMENT are retained by the EMPLOYER.
- 5.2 A public employer is not required to meet and negotiate on matters of inherent managerial policy which include, but are not limited to such areas of discretion or policy as the functions and programs of the EMPLOYER, its overall budget, utilization of technology, and organizational structure and selection, and direction and number of personnel.

## **ARTICLE 6 - EMPLOYEE AND FEDERATION RIGHTS GRIEVANCE PROCEDURE**

### **6.1 DEFINITION OF GRIEVANCE**

A grievance is defined as a dispute or disagreement as to the interpretation or application of the specific terms and conditions of the AGREEMENT.

It is specifically understood that any matters governed by Civil Service Rules or statutory provisions shall not be considered grievances and subject to the grievance procedure hereinafter set forth. Disciplinary actions may be appealed to the Civil Service Commission or to an arbitrator.

### **6.2 FEDERATION REPRESENTATIVES**

The EMPLOYER will recognize REPRESENTATIVES designated by the FEDERATION as the grievance representatives of the bargaining unit having the duties and responsibilities established by this Article. The FEDERATION shall notify the EMPLOYER in writing of the names of such FEDERATION REPRESENTATIVES and of their successors when so designated.

### **6.3 PROCESSING OF GRIEVANCE**

It is recognized and accepted by the FEDERATION and the EMPLOYER that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the EMPLOYEES and shall therefore be accomplished during normal working hours only when consistent with such EMPLOYEE duties and responsibilities.

The aggrieved EMPLOYEE and the FEDERATION REPRESENTATIVE shall be allowed a reasonable amount of time without loss in pay when a grievance is investigated and presented to the EMPLOYER during normal working hours, provided the EMPLOYEE and the FEDERATION REPRESENTATIVE have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work programs of the EMPLOYER.

## **ARTICLE 6 - GRIEVANCE PROCEDURE (Continued)**

### **6.4 PROCEDURES**

Grievances, as defined by Section 6.1, shall be resolved in conformance with the following procedure:

#### **Step 1**

An EMPLOYEE claiming a violation concerning the interpretation or application of the CONTRACT shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievances to the EMPLOYEE'S supervisor as designated by the EMPLOYER. The EMPLOYER designated representative will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after receipt. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing setting forth the nature of this grievance, the facts on which it is based, the provision or provisions of the CONTRACT allegedly violated, the remedy requested, and shall be appealed to Step 2 within ten (10) calendar days after the EMPLOYER designated representative's final answer in Step 1. Any grievance not appealed in writing to Step 2 by the FEDERATION within ten (10) calendar days shall be considered waived.

#### **Step 2**

If appealed, the written grievance shall be presented by the FEDERATION to, and discussed with, the EMPLOYER designated Step 2 representative. The EMPLOYER designated representative shall give the FEDERATION the EMPLOYER'S Step 2 answer in writing within ten (10) calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the EMPLOYER designated representative's final Step 2 answer. Any grievance not appealed in writing to Step 3 by the FEDERATION within ten (10) calendar days shall be considered waived.

#### **Step 3**

If appealed, the written grievance shall be presented by the FEDERATION to, and discussed with the EMPLOYER designated Step 3 representative. The EMPLOYER designated representative shall give the FEDERATION the EMPLOYER'S Step 3 answer in writing within ten (10) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed by the FEDERATION to Step 4 within ten (10) calendar days following the EMPLOYER designated representative's final answer in Step 3. Any grievance not appealed in writing to Step 4 by the FEDERATION within ten (10) calendar days shall be considered waived.

## **ARTICLE 6 - GRIEVANCE PROCEDURE (continued)**

### **Optional Mediation Step**

1. If the grievance has not been satisfactorily resolved at Step 3, either the Federation or the Employer may, within ten (10) calendar days, request mediation. If the parties agree that the grievance is suitable for mediation, the parties shall submit a joint request to the Minnesota Bureau of Mediation Services for the assignment of a mediator.  
Grievance mediation shall be completed within 30 days of the assignment.
2. Grievance mediation is an optional and voluntary part of the grievance resolution process. It is a supplement to, not a substitute for, grievance arbitration. When grievance mediation is invoked, the contractual time limit for moving the grievance to arbitration shall be delayed for the period of mediation.
3. The grievance mediation process shall be informal. Rules of evidence shall not apply, and no record shall be made of the proceeding. Both sides shall be provided ample opportunity to present the evidence and argument to support their case. The mediator may meet with the parties in joint session or in separate caucuses.
4. At the request of both parties, the mediator may issue an oral recommendation for settlement. Either party may request that the mediator assess how an arbitrator might rule in this case.
5. The grievant shall be present at the grievance mediation proceeding. If the grievance is resolved, the grievant shall sign a statement agreeing to accept the outcome. Unless the parties agree otherwise, the outcome shall not be precedential.
6. If the grievance is not resolved and is subsequently moved to arbitration, such proceeding shall be de novo. Nothing said or done by the parties or the mediator during grievance mediation with respect to their positions concerning resolution or offers of settlement may be used or referred to during arbitration.

### **Step 4**

A grievance unresolved in Step 3 and appealed to Step 4 shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971. The selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Public Employment Relations Board.



## **ARTICLE 6 - GRIEVANCE PROCEDURE (continued)**

### **6.5 ARBITRATOR'S AUTHORITY**

- A. The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the terms and conditions of the AGREEMENT. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the EMPLOYER and the FEDERATION, and shall have no authority to make a decision on any other issue not so submitted.
- B. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the application of laws, rules or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension. The decision shall be based solely on the arbitrator's interpretation or application of the express terms of this AGREEMENT and to the facts of the grievance presented.
- C. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the EMPLOYER and the FEDERATION, provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

### **6.6 WAIVER**

If a grievance is not presented within the time limits set forth above, it shall be considered "waived." If a grievance is not appealed to the next step within the specified time limit, or any agreed extension thereof, it shall be considered settled on the basis of the EMPLOYER'S last answer. If the EMPLOYER does not answer a grievance or an appeal thereof within the specified time limits, the FEDERATION may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual written agreement of the EMPLOYER and the FEDERATION in each step.

### **6.7 RECORDS**

All documents, communications and records dealing with a grievance shall be filed separately from the personnel files of the involved EMPLOYEE(S).

## **ARTICLE 7 - SAVINGS CLAUSE**

- 7.1 This AGREEMENT is subject to the laws of the United States, the State of Minnesota and the City of Saint Paul. In the event any provisions of this AGREEMENT shall be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, such provisions shall be voided. All other provisions shall continue in full force and effect. The voided provision may be renegotiated at the written request of either party.

## **ARTICLE 8 - HOURS OF WORK AND OVERTIME**

- 8.1 The normal work day shall be eight (8) consecutive hours per day except for those employees assigned to the 4/40 shift where the normal work days shall be ten (10) consecutive hours per day. For employees assigned to the 5/3 shift, the normal work day shall be nine (9) consecutive hours per day.
- 8.2 The normal work period shall be eighty (80) hours in a work period of fourteen (14) days. For employees assigned to the 5/3 shift, the normal work period shall be one hundred sixty (160) hours in twenty-eight (28) days.
- 8.3 This section shall not be construed as and is not a guarantee of any hours of work per normal work day or per normal work week.
- 8.4 All employees shall be at the location designated by their supervisor, ready for work, at the established starting time and shall remain at an assigned work location until the end of the established work day unless otherwise directed by their supervisor.
- 8.5 Employees will be compensated at the rate of one and one-half (1.5) times the Employee's normal hourly rate in either compensatory time or in cash, subject to the limitations of Section 8.2, for hours that exceed daily planned scheduling by the EMPLOYER.
- 8.6 Employees may accumulate up to a maximum of one hundred (100) hours of compensatory time.

## **ARTICLE 9 - COURT TIME**

- 9.1 EMPLOYEES required to appear in court during scheduled off-duty time will be compensated at the rate of one and one-half (1.5) times the EMPLOYEE'S normal hourly rate for hours worked with a minimum of four (4) hours at the EMPLOYEE'S normal hourly rate.
- 9.2 The minimum of four (4) hours shall not apply when such court time is an extension of or an early report to a scheduled shift.

## **ARTICLE 10 - CALL BACK**

- 10.1 EMPLOYEES called to work during scheduled off-duty time will be compensated at the rate of one and one-half (1.5) times the EMPLOYEE'S normal hourly rate for hours worked with a minimum of four (4) hours at the EMPLOYEE'S normal hourly rate.
- 10.2 The minimum of four (4) hours shall not apply when such call to work is an extension of or an early report to a scheduled shift.

## **ARTICLE 11 - STAND-BY TIME**

- 11.1 An EMPLOYEE required to stand-by for court appearance during scheduled off-duty time will be compensated for a minimum of two (2) hours based on the EMPLOYEE'S normal hourly rate for such day he/she is required to stand-by, but such compensation shall not apply where the EMPLOYEE is called to court for an appearance on the case subject to the stand-by request or for any other case.
- 11.1 (1) If an employee is on standby for a court appearance and is called into court, he or she will receive not less than two (2) hours pay based on his/her normal hourly rate.
- 11.2 The two hour minimum compensation for stand-by shall not apply if notification is given that the stand-by is canceled prior to 6:00 p.m. of the preceding day.
- 11.3 Unless notified to the contrary, stand-by status shall continue for a maximum of two consecutive days, at which time the EMPLOYEE shall be required to contact the City or County trial lawyer or his/her secretary in charge of scheduling by 1600 hours the day following initiation of stand-by status, who will then continue or cancel stand-by status as required and maintain an appropriate record of such notification.

## **ARTICLE 12 - UNIFORM ALLOWANCE**

- 12.1 The 1972 base of one-hundred eighty (\$180.00) dollars as a clothing allowance on a voucher system will be increased on January 1, 1974 and each year thereafter on the basis of a yearly study of the increased cost of the defined uniform. The 1972 base cost of the uniforms are defined in Appendix A.
- 12.2 Article 12.1 shall apply only to the following job classes:
- Commander  
Lieutenant  
Sergeant  
Police Officer
- 12.3 All other job classes under this AGREEMENT shall be entitled to two hundred fifty (\$250) dollars each year as a clothing allowance on a voucher system.

## **ARTICLE 13 - MILITARY LEAVE OF ABSENCE**

### **13.1 PAY ALLOWANCE**

Any employee who shall be a member of the National Guard, the Naval Militia or any other component of the militia of the state, now or hereafter organized or constituted under state or federal law, or who shall be a member of the Officer's Reserve Corps, the Enlisted Reserve Corps, the Naval Reserve, the Marine Corps Reserve or any other reserve component of the military or naval force of the United States, now or hereafter organized or constituted under federal law, shall be entitled to leave of absence from employment without loss of pay, seniority status, efficiency rating, vacation, sick leave or other benefits for all time when such EMPLOYEE is engaged with such organization or component in training or active service ordered or authorized by proper authority pursuant to law, whether for state or federal purposes, provided that such leave shall not exceed a total of fifteen (15) days in any calendar year, and further provided that such leave shall be allowed only in case the required military or naval service is satisfactorily performed, which shall be presumed unless the contrary is established. Such leave shall not be allowed unless the EMPLOYEE (1) returns to his/her position immediately upon being relieved from such military or naval service and not later than the expiration of time herein limited for such leave, or (2) is prevented from so returning by physical or mental disability or other cause not due to such EMPLOYEE'S own fault, or (3) is required by proper authority to continue in such military or naval service beyond the time herein limited for such leave.

### **13.2 LEAVE WITHOUT PAY**

Any EMPLOYEE who engages in active service in time of war or other emergency declared by proper authority or any of the military or naval forces of the state or of the United States for which leave is not otherwise allowed by law, shall be entitled to leave of absence from employment without pay during such service with right of reinstatement and subject to such conditions as are imposed by law.

13.3 Such leaves of absence as are granted under Article 13 shall conform to Minnesota Statutes, Section 192 as amended from time to time and shall confer no additional benefits other than those granted by said statute.

## **ARTICLE 14 - LEGAL SERVICE**

14.1 Except in cases of malfeasance in office or willful or wanton neglect of duty, EMPLOYER shall defend, save harmless and indemnify an EMPLOYEE and/or his/her estate against any claim or demand, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance and scope of EMPLOYEE'S duties.

14.2 Notwithstanding Article 14.1 above, the Employer shall not be responsible for paying any legal service fees or for providing any legal service arising from any legal action where the employee is the Plaintiff.

## **ARTICLE 15 - WORKING OUT OF CLASSIFICATION**

- 15.1 EMPLOYER shall avoid, whenever possible, working an EMPLOYEE on an out-of-class assignment for a prolonged period of time. Any EMPLOYEE working an out-of-class assignment for a period in excess of fifteen (15) working days during a year shall receive the rate of pay for the out-of-class assignment in a higher classification not later than the sixteenth (16) day of such assignment. For purposes of this Article, an out-of-class assignment is defined as an assignment of an employee to perform, on a full-time basis, all of the significant duties and responsibilities of a position different from the employee's regular position, and which is in a classification higher than the classification held by such employee. The rate of pay for an approved out-of-class assignment shall be the same rate the employee would receive if such employee received a regular appointment to the higher classification.

## **ARTICLE 16 - INSURANCE**

### **Active Employee Insurance**

- 16.1 The insurance plans, premiums for coverages, and benefits contained in the insurance plans offered by the Employer shall be solely controlled by the contracts negotiated by the Employer and the benefit providers. The Employer will attempt to prevent any changes in the benefits offered by the benefit providers. However, the employees selecting the offered plans agree to accept any changes in benefits which a specific provider implements.
- 16.2 Effective for the January 2000 insurance coverage, the EMPLOYER will contribute \$276.65 per month to eligible EMPLOYEES who select single health insurance coverage. The EMPLOYER will contribute \$398.76 plus an amount up to the single premium increase for 2000 (\$18.37) to eligible EMPLOYEES who select family health insurance coverage.
- 16.3 Effective for the January 2001 insurance coverage, the EMPLOYER will contribute \$276.65 per month to eligible EMPLOYEES who select single health insurance coverage. The EMPLOYER will contribute \$417.13 plus an amount equal to the 2001 single health insurance premium increase up to forty (\$40) dollars. If the 2001 single health insurance premium increase is over forty (\$40) dollars, the EMPLOYER will contribute 50% of the amount over forty (\$40) dollars.
- 16.4 Under the "Cafeteria Plan," full-time, eligible employees must select at least single health insurance coverage and \$10,000 of life insurance coverage. It is understood that these mandatory coverages may not be waived.

## **ARTICLE 16 - INSURANCE (continued)**

However, an employee covered by this agreement whose spouse is also employed by the City of Saint Paul, and is eligible to participate in the City's health insurance plan, will not be required to select mandatory health insurance coverage as long as one of the spouses is participating in the City's insurance plan with family coverage. The mandatory life insurance continues to apply. In this event, only the difference between the cost of the mandatory life insurance and the employer contribution amount for single health insurance coverage shall be eligible for payment as unused benefit dollars. Effective January 1, 1999, the amount eligible for payment as unused benefit dollars shall be the actual cost of the single health insurance premium, less the cost of the mandatory life insurance premium.

Any unused portion of the Employer's contribution, for which an employee is eligible, is defined as unused benefit dollars, not salary, and shall be paid to the employee as taxable income. Such payment shall be made during the month of December for the insurance year. For employees who terminate their employment with the City of Saint Paul, such payment shall be made within ninety (90) days following termination.

- 16.5 Under the "Cafeteria Plan," employees covered by this agreement will be eligible to participate in the Flexible Spending Accounts offered by the Employer. The service fee charged for employees participating in the Dependent Care Account will be paid by the Employer. The service fee for employees participating in the Medical Expense Account will be paid by the employee.

### **Survivor Insurance**

- 16.6 In the event of the death of an active employee, the dependents of the employee shall have the option, within thirty (30) days, to continue the current hospitalization and medical benefits, including such plan improvements as may be made from time to time, which said dependents previously had, at the premium and Employer contribution applicable to eligible early retirees. The date of death shall be considered to be the date of retirement.

In the event of the death of an early retiree or a regular retiree, the dependents of the retiree shall have the option, within thirty (30) days, to continue the current hospitalization and medical benefits which said dependents previously had, at the premium and Employer contribution accorded to the eligible deceased retiree.

In the event of the death of an employee killed in the line of duty, the Employer will contribute 100% of the premium for either single or family health insurance coverage for eligible dependents. An eligible dependent who is not enrolled in the City's health insurance program at the time of the employee's death will have an option to enroll at the next annual open enrollment period.

## **ARTICLE 16 - INSURANCE (continued)**

It is further understood that coverage shall cease in the event of:

- 16.6 (1) Subsequent remarriage of the surviving spouse of the deceased employee or retiree.
- 16.6 (2) The employment of the surviving spouse or dependent where health insurance is obtained through a group program provided by said Employer. In this event, however, the surviving spouse or dependent shall have the right to maintain City health insurance for the first ninety (90) days of said employment.

### **Retiree Insurance**

- 16.7 Employees who retire must meet the following conditions in order to be eligible for the Employer contributions listed in Articles 16.8 through 16.11 below toward a health insurance plan offered by the Employer:
  - 16.7 (1) Be receiving benefits from a public employee retirement act covering employees of the City of Saint Paul at the time of retirement, and
  - 16.7 (2) Have severed his/her relationship with the City of Saint Paul under one of the retiree plans, and
  - 16.7 (3) Have completed at least 20 years of service with the City of Saint Paul or be receiving a disability pension from the City of Saint Paul, and
  - 16.7 (4) Have severed his/her relationship with the City of Saint Paul for reasons other than an involuntary termination for misconduct.

### **Early Retirees**

- 16.8 This Article shall apply to employees who:
  - 16.8 (1) Retire on or after January 1, 1996, and
  - 16.8 (2) Were appointed on or before December 31, 1995, and
  - 16.8 (3) Have not attained age 65 at retirement, and
  - 16.8 (4) Meet the terms set forth in Article 16.7 above, and
  - 16.8 (5) Select a health insurance plan offered by the Employer.

Until such retirees reach sixty-five (65) years of age, the Employer agrees to contribute a maximum of \$350.00 per month toward the premium for single or family health insurance coverage. Any unused portion of the Employer's contribution shall not be paid to the retiree.

When such early retiree attains age 65, the provisions of Article 16.10 shall apply.

## **ARTICLE 16 - INSURANCE (continued)**

16.9 This Article shall apply to employees who:

- 16.9 (1) Retire on or after January 1, 1996, and
- 16.9 (2) Were appointed on or after January 1, 1996, and
- 16.9 (3) Have not attained age 65 at retirement, and
- 16.9 (4) Meet the terms set forth in Article 16.7 above, and
- 16.9 (5) Select a health insurance plan offered by the Employer.

Until such retirees reach sixty-five years (65) of age, the Employer agrees to contribute a maximum of \$300.00 per month toward the cost of single or family health insurance coverage. Any unused portion of the Employer's contribution shall not be paid to the retiree.

When such early retiree attains age 65, the provisions of Article 16.11 shall apply.

### **Regular Retirees (Age 65 and over)**

16.10 This Article shall apply to employees who:

- 16.10 (1) Retire on or after January 1, 1996, and
- 16.10 (2) Were appointed prior to January 1, 1996, and
- 16.10 (3) Have attained age 65 at retirement, and
- 16.10 (4) Meet the terms set forth in Article 16.7 above, and
- 16.10 (5) Select a health insurance plan offered by the Employer.

The Employer agrees to contribute a maximum of \$550.00 per month toward the premium for single or family health insurance coverage offered to regular retirees and their dependents. Any unused portion of the Employer's contribution shall not be paid to the retiree.

This Article shall also apply to early retirees who retired under the provisions of Article 16.8 when such early retiree attains age 65.

16.11 This Article shall apply to employees who:

- 16.11 (1) Retire on or after January 1, 1996, and
- 16.11 (2) Were appointed on or after January 1, 1996, and
- 16.11 (3) Have attained age 65 at retirement, and
- 16.11 (4) Meet the terms set forth in Article 16.7 above, and
- 16.11 (5) Select a health insurance plan offered by the Employer.

The Employer agrees to contribute a maximum of \$300.00 per month toward the premium for single or family health insurance coverage offered to regular retirees and their dependents. Any unused portion of the Employer's contribution shall not be paid to the retiree.



## **ARTICLE 16 - INSURANCE (continued)**

This Article shall also apply to early retirees who retired under the provisions of Article 16.9 when such early retiree attains age 65.

- 16.12 The contributions indicated in Article 16 shall be paid to the Employer's third party administrator or designated representative.

## **ARTICLE 17 - SAFETY**

- 17.1 EMPLOYER and EMPLOYEE shall cooperate in the enforcement of all applicable regulations for the enforcement of job safety. If an EMPLOYEE feels that his/her work duties or responsibilities require such EMPLOYEE to be in a situation that violates federal or state safety standards, the matter shall be immediately considered by the EMPLOYER. If such matter is not satisfactorily adjusted, it may become the subject of a grievance and will be processed in accordance with the grievance procedure set forth herein.

## **ARTICLE 18 - PREMIUM PAY/SPECIAL ALLOWANCES**

### **18.1 CRITICAL INCIDENT RESPONSE AND HOSTAGE NEGOTIATION TEAMS**

In addition to other compensation payable, any full-time employee designated as a member of the Critical Incident Response Team (CIRT) and Hostage Negotiation Team shall be granted an allowance of Eighty (\$80.00) Dollars biweekly. Only employees who have satisfactorily completed all required training shall be eligible for such assignment designation and special allowance.

### **18.2 CANINE HANDLER**

In addition to other compensation payable, Canine handlers who are required to keep the dogs in their homes, transport them in their private cars, etc., shall be granted an allowance not to exceed One Hundred Thirty-Five and 00/100 (\$135.00) Dollars biweekly. Such allowance shall be considered payment, also, for the keeping in condition of uniforms and equipment and sustenance of the animal. Such allowance shall be payable only during the time the employee is performing duties as outlined above.

### **18.3 FIELD TRAINING OFFICER & SUPERVISOR**

- A. Any Police Officer who is assigned to the duties of a Field Training Officer shall be paid a differential of \$1.50 per hour above his/her regular base rate for those shifts actually worked by the officer. Only officers who have satisfactorily completed all required training shall be eligible for such assignment and pay differential.

## **ARTICLE 18 - PREMIUM PAY/SPECIAL ALLOWANCES (Continued)**

B. Effective, January 1, 2000 the Employer may assign up to sixty (60) Police Officers to the duties of a Full-Time Field Training Officer and up to fifteen (15) Sergeants to the duties of a Full-Time Field Training Supervisor. Said EMPLOYEES shall be paid a differential of \$1.50 per hour above his/her regular base rate for all hours during the period s/he is so designated. Only Police Officers and Sergeants who have satisfactorily completed all required training delineated by the DEPARTMENT HEAD shall be eligible for such assignment and pay differential. Full-Time Field Training Officers and Supervisors will be designated and defined by the DEPARTMENT HEAD. These EMPLOYEES shall provide various training in the field and perform other training duties as assigned by the DEPARTMENT HEAD.

### **18.4 ORDNANCE DISPOSAL UNIT**

Any employee designated as a member of the Ordnance Disposal Unit shall be paid a differential of \$1.00 per hour above his/her base rate. Only employees who have satisfactorily completed all required training shall be eligible for such assignment and pay differential.

### **18.5 NARCOTICS AGENT**

Any Police Officer assigned as a Narcotics Agent to the Narcotics Unit shall be paid a differential of \$1.00 per hour above his/her base rate.

### **18.6 POLICE OFFICER**

Employees working in the title, Police Officer, shall receive a premium of \$2.90 biweekly.

### **18.7 UNIFORMED POLICE OFFICER**

Effective January 1, 2000 employees working in the title, Police Officer, and assigned to one of the Districts, FORCE, Canine, Mounted or Traffic & Accident shall receive one and a half percent (1½ %) per hour above the base rate.

### **18.8 LICENSE AND MANDATED TRAINING ALLOWANCE**

Employees covered by this agreement who have a least three (3) years of service with the Department, will receive four percent (4%) per hour above their base rate for maintaining licenses and successful completion of Department and State mandated training. The Employer reserves the right to pay such premiums to employees with less than three years in the Department providing such employee holds the required certification. Effective January 1, 2000 Fire Dispatcher shall be included in the above allowance because they are required to have an EMT certificate.

## **ARTICLE 18 - PREMIUM PAY/SPECIAL ALLOWANCES (Continued)**

### **18.9 MASTER PATROL OFFICER ALLOWANCE**

Effective January 1, 2001 the DEPARTMENT HEAD may designate up to 20 District-assigned MASTER PATROL OFFICER positions with 10 years minimum seniority pursuant to Article 30 and other DEPARTMENT defined criteria, to be paid one and a half percent (1 ½) above their base rate who will be billeted throughout the Districts according to seniority pursuant to Article 30.

### **18.10 SENIOR COMMANDER ALLOWANCE**

See Memorandum of Agreement signed 12/29/99

### **18.11 LANGUAGE INTERPRETATION SKILLS ALLOWANCE**

Effective January 1, 2001, EMPLOYEES who are certified as an interpreter in language skills other than English as delineated by the DEPARTMENT, shall receive 2% above their base rate.

## **ARTICLE 19 - SHIFT DIFFERENTIAL**

19.1 Any employee who works on a regularly assigned shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., and providing that four or more hours of the shift are between 6:00 p.m. and 6:00 a.m. shall be paid a differential of \$0.93 per hour for all hours of the shift actually worked by the employee. Effective December 24, 1994, this differential shall be changed from \$0.93 per hour, to a rate of five percent (5 %) of the employee's base rate.

19.2 Any employee who works on a regularly assigned shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four hours of the shift worked are between the hours of 6:00 p.m. and 6:00 a.m., shall be paid a night differential of \$0.93 per hour for only the hours actually worked between the hours of 6:00 p.m. and 6:00 a.m. Effective December 24, 1994, this differential shall be changed from \$0.93 per hour, to a rate of five percent (5 %) of the employee's base rate.

## **ARTICLE 20 - VACATION**

20.1 In each calendar year, each full-time employee shall be granted vacation according to the following schedule:

Years of Service	Vacation Granted
0 thru 5 years	13 days
after 5 years	18 days
after 10 years	21 days
after 15 years	23 days
after 20 years	25 days

Employees who work less than full-time shall be granted vacation on a pro rata basis.

## **ARTICLE 20 - VACATION (Continued)**

- 20.2 The head of the Department may permit an employee to carry over into the following year up to one hundred twenty (120) hours of vacation. However, if requested by an employee, the Department Head may compensate the employee in cash at the end of each fiscal year for any or all hours for which the employee requests payment. Payment shall be at the rate of pay in effect at the time payment is made.
- 20.3 Employees with at least 180 days of accumulated unused sick leave shall be allowed to convert two (2) days of unused sick leave to one (1) day of vacation up to a maximum of five (5) days of vacation. This conversion provision may be applied only to the extent that the balance of unused sick leave is not reduced lower than 180 days.
- 20.4 The above provisions of vacation shall be subject to Resolution No. 6446, Section I, sub. H.

## **ARTICLE 21 - HOLIDAYS**

- 21.1 Holidays recognized and observed. The following days shall be recognized and observed as paid holidays:

New Years' Day	Veterans' Day
Martin Luther King Day	Thanksgiving Day
Presidents' Day	Day After Thanksgiving
Memorial Day	Christmas Day
Independence Day	Two floating holidays
Labor Day	

Eligible EMPLOYEES shall receive pay for each of the holidays listed above, on which they perform no work. For employees normally assigned to a work week of Monday through Friday, the following shall apply:

- 21.1 (1) Whenever any of the holidays listed above shall fall on Saturday, the preceding Friday shall be observed as the holiday.
- 21.1 (2) Whenever any of the holidays listed above shall fall on Sunday, the succeeding Monday shall be observed as the holiday.
- 21.1 (3) For those employees assigned to a work week other than Monday through Friday, the holiday shall be observed on the calendar date of the holiday.
- 21.2 The floating holidays set forth in Section 21.1 above may be taken at any time during the contract year, subject to the approval of the department head of any employee.

## **ARTICLE 21 - HOLIDAYS (continued)**

- 21.3 Eligibility Requirements. In order to be eligible for a holiday with pay, an EMPLOYEE'S name must appear on the payroll on any six working days of the nine working days preceding the holiday; or an EMPLOYEE'S name must appear on the payroll the last working day before the holiday and on three other working days of the nine working days preceding the holiday. In neither case shall the holiday be counted as a working day for the purposes of this section. It is further understood that neither temporary, emergency nor other employees not heretofore eligible shall receive holiday pay.
- 21.4 A. If an employee entitled to a holiday is required to work on Martin Luther King Day, Presidents' Day, Day After Thanksgiving, or Veterans' Day, he/she shall be granted another day off with pay, in lieu thereof, as soon thereafter as the convenience of the department permits, or he/she shall be paid on a straight time basis for such hours worked, in addition to his/her regular holiday pay.
- B. Effective January 1, 1999, employees working in the title Police Officer shall be recompensed for work done on Martin Luther King Day, Presidents' Day, Day After Thanksgiving, or Veterans' Day by being granted compensatory time on a time and one-half basis or by being paid on a time and one-half basis for such hours worked, in addition to his/her regular holiday pay.
- C. If an employee entitled to a holiday is required to work on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day or Christmas Day, he/she shall be recompensed for work done on this day by being granted compensatory time on a time and one-half basis or by being paid on a time and one-half basis for such hours worked, in addition to his/her regular holiday pay.

## **ARTICLE 22 - SEVERANCE PAY**

- 22.1 The Employer shall provide a severance pay program as set forth in this Article 22.
- 22.2 To be eligible for the severance pay program, an employee must meet the following requirements:
- 22.2 (1) The employee must be voluntarily separated from City employment or have been subject to separation, lay-off or compulsory retirement. Those employees who are discharged for cause, misconduct, inefficiency, incompetency, or any other disciplinary reason are not eligible for the City severance pay program.
- 22.2 (2) The employee must file a waiver of reemployment with the Human Resources Director, which will clearly indicate that by requesting severance pay, the employee waives all claims to reinstatement or reemployment (of any type), with the City or with Independent School District No. 625.
- 22.2 (3) The employee must have an accumulated balance of at least six hundred forty (640) hours of sick leave credits at the time of his/her separation from service.

## ARTICLE 22 - SEVERANCE PAY (continued)

- 22.3 If an employee requests severance pay and if the employee meets the eligibility requirements set forth above, he or she will be granted severance pay in an amount equal to one-half of the daily rate of pay for the position held by the employee on the date of separation for each day of accrued sick leave subject to a maximum as shown below based on the number of years of service with the City.

YEARS OF SERVICE WITH THE CITY		MAXIMUM SEVERANCE PAY
At Least	20	\$ 5,000
	21	\$ 6,000
	22	\$ 7,000
	23	\$ 8,000
	24	\$ 9,000
	25	\$10,000

However, any employee separated from City employment on or after June 30, 1992 who has an accumulated balance of at least one thousand eight hundred fifty (1,850) hours of sick leave credits and at least twenty-five (25) years of service at the time of his/her separation from service shall be granted severance pay in the amount of thirty thousand dollars (\$30,000).

An employee with twenty (20) or more years of service who is ruled disabled and is receiving a disability pension and who has 1850 hours of accumulated sick leave shall be allowed the maximum severance benefit of \$30,000.

The manner of payment of such severance pay shall be made in three consecutive annual payments of ten thousand dollars (\$10,000) each. The annual payments shall be made in February of each year. The first payment shall be made during the month of February in the year following the year in which the employee separates his/her employment.

- 22.4 For the purpose of this severance program, a death of an employee shall be considered as separation of employment, and if the employee would have met all of the requirements set forth above, at the time of his or her death, payment of the severance pay may be made to the employee's estate or spouse.
- 22.5 Severance Pay which totals ten thousand dollars (\$10,000) or less shall be paid in accordance with the provisions of City Ordinance No. 11490.
- 22.6 This severance pay program shall be subject to and governed by the provisions of City Ordinance No. 11490 except in those cases where the specific provisions of this Article conflict with said ordinance and in such cases, the provisions of this Article shall control.

## ARTICLE 23 - WAGE SCHEDULE

23.1 Salary ranges applicable to titles covered by this AGREEMENT shall be as shown below:

Effective January 1, 2000:	\$66.50 biweekly increase to base rate
Effective January 1, 2001:	\$67.00 biweekly increase to base rate
	(EMPLOYEES in the title of Commander are excluded)

	A	B	C	D	E	F	10 YR	15 YR
<b>Police Officer</b>								
1/1/2000	\$1,456.14	\$1,525.13	\$1,597.56	\$1,658.95	\$1,739.90	\$1,807.32	\$1,897.22	\$1,942.21
1/1/2001	\$1,523.14	\$1,592.13	\$1,664.56	\$1,725.95	\$1,806.90	\$1,874.32	\$1,964.22	\$2,009.21

### **Sergeant/ Emergency Communications Center Shift Supervisor**

1/1/2000	\$1,710.69	\$1,792.40	\$1,878.24	\$1,950.97	\$2,046.84	\$2,126.72	\$2,233.15	\$2,286.43
1/1/2001	\$1,777.69	\$1,859.40	\$1,945.24	\$2,017.97	\$2,113.84	\$2,193.72	\$2,300.15	\$2,353.43

### **Lieutenant**

1/1/2000	\$1,961.73	\$2,055.99	\$2,154.99	\$2,238.87	\$2,349.50	\$2,441.66	\$2,564.47	\$2,625.94
1/1/2001	\$2,028.73	\$2,122.99	\$2,221.99	\$2,305.87	\$2,416.50	\$2,508.66	\$2,631.47	\$2,692.94

### **Commander**

1/1/2000	\$2,126.45	\$2,228.95	\$2,336.62	\$2,427.86	\$2,548.11	\$2,648.32	\$2,781.86	\$2,848.72
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### **Communications Technician**

1/1/2000	\$1,379.79	\$1,435.86	\$1,499.48	\$1,553.75	\$1,612.64	\$1,677.17	\$1,719.24	\$1,761.32
1/1/2001	\$1,446.79	\$1,502.86	\$1,566.48	\$1,620.75	\$1,679.64	\$1,744.17	\$1,786.24	\$1,828.32

### **Lead Communications Technician**

1/1/2000	\$1,513.79	\$1,575.62	\$1,645.78	\$1,705.58	\$1,770.51	\$1,841.64	\$1,887.99	\$1,934.43
1/1/2001	\$1,580.79	\$1,642.62	\$1,712.78	\$1,772.58	\$1,837.51	\$1,908.64	\$1,954.99	\$2,001.43

### **Communications Services & Maintenance Supervisor**

1/1/2000	\$1,736.16	\$1,805.02	\$1,876.99	\$1,952.01	\$2,045.39	\$2,129.62	\$2,229.11	\$2,284.21
1/1/2001	\$1,803.16	\$1,872.02	\$1,943.99	\$2,019.01	\$2,112.39	\$2,196.62	\$2,296.11	\$2,351.21

	A	B	C	D	E	F	10 YR	15 YR
<b>Emergency Communications Center Manager</b>								
1/1/2000	\$2,208.85	\$ 2,315.45	\$ 2,427.42	\$2,522.31	\$2,647.37	\$2,751.59	\$2,890.47	\$ 2,960.01
1/1/2001	\$2,275.85	\$ 2,382.45	\$ 2,494.42	\$2,589.31	\$2,714.37	\$2,818.59	\$2,957.47	\$ 3,027.01

**Emergency Communications Center Fire Dispatcher I**

1/1/2000	\$1,456.14	\$ 1,525.13	\$ 1,597.56	\$1,658.95	\$1,739.90	\$1,807.32	\$1,897.22	\$ 1,942.21
1/1/2001	\$1,523.14	\$ 1,592.13	\$ 1,664.56	\$1,725.95	\$1,806.90	\$1,874.32	\$1,964.22	\$ 2,009.21

**Emergency Communications Center Fire Dispatcher II**

1/1/2000	\$1,497.53	\$ 1,568.59	\$ 1,643.21	\$1,706.43	\$1,789.78	\$1,859.25	\$1,951.84	\$ 1,998.24
1/1/2001	\$1,564.53	\$ 1,635.59	\$ 1,710.21	\$1,773.43	\$1,856.78	\$1,926.25	\$2,018.84	\$ 2,065.24

**Emergency Communications Center Police Dispatcher**

20 YR      25 YR

1/1/2000	\$1,416.11	\$ 1,477.78	\$ 1,543.01	\$1,614.01	\$1,686.15	\$1,762.95	\$1,810.69	\$ 1,888.86	\$ 1,900.27	\$ 1,911.68
1/1/2001	\$1,483.11	\$ 1,544.78	\$ 1,610.01	\$1,681.01	\$1,753.15	\$1,829.95	\$1,877.69	\$ 1,955.86	\$ 1,967.27	\$ 1,978.68

**Emergency Communications Center Telecommunicator**

20 YR      25 YR

1/1/2000	\$1,308.98	\$ 1,368.36	\$ 1,426.58	\$1,490.61	\$1,556.96	\$1,626.80	\$1,672.18	\$ 1,742.34	\$ 1,753.77	\$ 1,765.16
1/1/2001	\$1,375.98	\$ 1,435.36	\$ 1,493.58	\$1,557.61	\$1,623.96	\$1,693.80	\$1,739.18	\$ 1,809.34	\$ 1,820.77	\$ 1,832.16



## ARTICLE 24 - SICK LEAVE

- 24.1 During any period in which an EMPLOYEE is absent from work on sick leave, with or without pay, he shall not be employed or engage in any occupation for compensation outside of his/her regular City employment. Violation of the provisions of this paragraph by any EMPLOYEE shall be grounds for suspension or discharge.
- 24.2 In the case of a serious illness or disability of a parent or household member, the head of the department shall grant leave with pay in order for the employee to care for or to make arrangements for the care of such sick and disabled persons. Such paid leave shall be drawn from the employee's accumulated sick leave credits. Use of such sick leave shall be limited for forty (40) hours per incident.

An employee may use sick leave for absences due to an illness of the employee's child for such reasonable periods as the employee's attendance with the child may be necessary, on the same terms the employee is able to use sick leave for his or her own illness. An employee may also use up to forty (40) hours per incident to arrange for the care of a seriously ill or disabled child.

- 24.3 The head of the department or the Human Resources Director may require a physician's certificate or additional certificate at any time during an employee's use of sick leave for the purposes stated in 25.2 above. All such certificates shall be forwarded by the appointing officer to the Office of Human Resources.

If an employee is absent because of the provisions of Article 25.2 for three or fewer calendar days he/she shall submit to the head of the department a certificate signed by the employee stating the nature of the child, parent, or household member's sickness. If the sickness continues for more than three calendar days, no further sick leave shall be granted unless or until a physician is consulted. The sick leave may be continued from and including the day of consultation, but only if a certificate signed by the physician certifying to the nature and period of the person's sickness is submitted and approved by the head of the department and forwarded to the Office of Human Resources.

- 24.4 No sick leave shall be granted for the above reasons unless the employee reports to his/her department head the necessity for the absence not later than one-half hour after his/her regularly scheduled time to report for work, unless he/she can show to the satisfaction of the department head that the failure to report was excusable.
- 24.5 An employee shall be paid under the provisions of this article only for the number of days or hours for which he/she would normally have been paid if he/she had not been on sick leave.

## **ARTICLE 25 - INCAPACITATION**

- 25.1 EMPLOYEES injured during the course of employment and thereby rendered incapable of performing job duties and responsibilities shall receive full wages during the period of incapacity, not to exceed the period equal to twelve (12) months plus accumulated sick leave. It is understood that in such cases, the twelve (12) month period shall first be utilized and only when same is exhausted shall accumulated sick leave be applicable.
- 25.2 EMPLOYEES disabled through injury or sickness other than specified in Section 27.1 above shall receive full wages for a period equal to accumulated sick leave plus six (6) months as provided herein. It is understood that in such cases, accumulated sick leave shall first be utilized before the six (6) months, or any part thereof, shall be applicable. It is further understood that the six (6) month period shall be available only in those years where the last available Annual Report of the City Civil Service Office shall show average sick leave used per Police Department Employee (based on the 1972 Annual Report method of calculating same) of eight (8) days or less.
- 25.2 (1) The 8 day bargaining unit qualification will not include sick leave usage in excess of four consecutive months. Sick leave days converted under the vacation conversion program will also be excluded.
- 25.3 EMPLOYEES injured or incapacitated by illness in the line of duty shall be entitled to reinstatement at any time within five (5) years from the date of injury or incapacity, provided they are physically capable of resuming their job.
- 25.4 Except as specifically provided in this Article, all illness and incapacity rules and policies previously in effect shall continue.

## **ARTICLE 26 - MATERNITY LEAVE**

- 26.1 Maternity is defined as the physical state of pregnancy of an employee, commencing eight (8) months before the estimated date of childbirth, as determined by a physician, and ending six (6) months after the date of such birth. In the event of an employee's pregnancy, the employee may apply for leave without pay at any time during the period stated above and the employer may approve such leave at its option, and such leave may be no longer than one (1) year.

## **ARTICLE 27 - FUNERAL LEAVE**

- 27.1 Any employee who has accumulated sick leave credits, as provided in the Civil Service Rules, may be granted one day of sick leave to attend the funeral of the Employee's grandparent or grandchild.

## **ARTICLE 28 - DISCIPLINE**

28.1 The Employer may discipline employees in any of the forms listed below:

- Oral reprimand
- Written reprimand
- Suspension
- Demotion
- Discharge

The Employer will discipline employees for just cause only and in accordance with the concept of progressive discipline.

## **ARTICLE 29 - SENIORITY**

29.1 Seniority, for the purpose of this AGREEMENT, shall be defined as follows:

The length of continuous, regular and probationary service with the EMPLOYER from the date an employee was first certified and appointed to a class title covered by this AGREEMENT, it being further understood that seniority is confined to the current class assignment held by an employee. In cases where two or more employees are appointed to the same class title on the same date, the seniority shall be determined by employee's rank on the eligible list from which certification was made. Seniority shall terminate when an employee retires, resigns, or is discharged.

29.2 In the event it is determined by the EMPLOYER that it is necessary to reduce the workforce, employees will be laid off by class title within each department based on inverse length of class seniority as defined above.

In cases where there are promotional series, when the number of employees in these higher titles is to be reduced, employees who have held lower titles which are in this bargaining unit will be offered reductions to the highest of these titles to which class seniority would keep them from being laid off, before layoffs are made by any class title within any department.

It is understood that such employees will pick up their former seniority date in any class of positions that they previously held.

29.3 Recall from layoff shall be in inverse order of layoff, except that recall rights shall expire after two years of layoff. However the recall rights for ranking officers (i.e.; Sergeants and above) shall expire after three years of layoff.

## **ARTICLE 30 - BIDDING**

- 30.1 Once a year the Department shall hold a bid for Patrol Officers working District assignments. Officers assigned to a District shall be allowed to bid for their work shifts, i.e.; midnights, days and afternoons and assignments to shifts will be based upon an Officer's seniority. The bid card shall also include District preference. The Department shall attempt to assign Officers to their preferred District area. However, when a District assignment conflicts with a work shift bid, the work shift bid shall take preference.
- 30.2 The Department retains the right to designate special assignments to District personnel levels and such special assignments are not governed by the seniority bid system described above. The Department also reserves the right to make adjustments to the District personnel assignments. Such reassignment shall, whenever possible, honor the original seniority shift bids.
- 30.3 Those Patrol Officers assigned to other Units shall also be given bid cards. If an Officer is transferred from an assignment not covered by this section to a Team assignment, the Department shall make every effort to honor the Officer's yearly bid card.
- 30.4 The Employer agrees to form a committee made up of Federation-appointed and Department-appointed members to meet and confer on procedures, policy, and substance related to the appointment of special assignment jobs.
- 30.5 All employer/employee committees meeting times shall be considered part of an employee's regular work schedule. Any work performed by an employee for the committee may be done during their normal work hours if it does not create a burden on the unit to which they are assigned.
- 30.6 **EMERGENCY COMMUNICATIONS CENTER ASSIGNMENTS**

Once per year the EMPLOYER shall issue seniority bid cards to Emergency Communications Center Telecommunicators, Emergency Communications Center Police Dispatchers and Emergency Communications Center Fire Dispatchers. Such EMPLOYEES shall complete the bid card as to preference for shift (Tour I, II, III) which shall be assigned based on classification seniority.

## ARTICLE 31 - WORK BREAKS

- 31.1 EMPLOYEES in the titles of Emergency communications Center Telecommunicator, Emergency Communications Center Police Dispatcher and Emergency Communications Center Fire Dispatcher shall be allowed adequate time from work within each four consecutive hours of work to use the nearest convenient restroom and/or as relief from work.
- 31.2 If said EMPLOYEE is required to work a full one-half shift beyond his/her regular end of tour, s/he shall be entitled to the rest period that occurs during said one-half shift.

## ARTICLE 32 - DURATION AND EFFECTIVE DATE

- 32.1 Except as herein provided, this Agreement shall be effective as of January 1, 2000 and shall continue in full force and effect through December 31, 2001 and thereafter until modified or amended by mutual agreement of the parties.

Either party desiring to amend or modify this AGREEMENT shall notify the other in writing by June 15 of the year in which modifications are desired, so as to comply with the provisions of the Public Employment Labor Relations Act of 1971.

CITY OF SAINT PAUL

SAINT PAUL POLICE FEDERATION

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Terry Haltiner  
Labor Relations Manager

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Brad Jacobsen  
Saint Paul Police Federation President

DATED: \_\_\_\_\_

## APPENDIX A

	Unit Price
Overcoats . . . . .	\$125.00
Jackets, winter . . . . .	\$ 39.95
Jackets, intermediate . . . . .	\$ 35.95
Jackets, summer . . . . .	\$ 27.95
Parkas . . . . .	\$ 49.95
 Rain Suits (Motorcycle Officers) . . . . .	 \$ 17.95
Rain Coats . . . . .	\$ 32.00
Cap Covers . . . . .	\$ 2.50
 Vests . . . . .	 \$ 8.50
Alternate Vest . . . . .	\$ 5.95
 Trousers, winter . . . . .	 \$ 34.95
Trousers, intermediate . . . . .	\$ 29.50
Trousers, summer . . . . .	\$ 25.50
 Shirts, winter (Colored) . . . . .	 \$ 7.95
Shirts, winter (Ranking Officer) . . . . .	\$ 8.95
Shirts, summer (Colored) . . . . .	\$ 6.95
Shirts, summer (Ranking Officer) . . . . .	\$ 7.95
 Ties . . . . .	 \$ 1.25
 Shoes . . . . .	 \$ 19.00
Alternate Shoes . . . . .	\$ 22.00
Chukka Boots . . . . .	\$ 19.00
Ranch Wellington Boots . . . . .	\$ 22.00
Overshoes . . . . .	\$ 12.95
Alternate Overshoes . . . . .	\$ 6.95
Rubbers . . . . .	\$ 3.95
 Socks (Black or Navy Blue) . . . . .	 \$ 1.50
Socks (Black with White Foot) . . . . .	\$ 1.75
Rubber Leggings . . . . .	\$ 4.95
 Black Gloves . . . . .	 \$ 7.50
 Uniform Caps, winter . . . . .	 \$ 8.75
Uniform Caps, summer . . . . .	\$ 8.75

**APPENDIX A (continued)**

	Unit Price
Sam Browne Belts .....	\$ 8.95
Alternate Sam Browne Belts .....	\$ 16.25
Garrison Belt .....	\$ 2.50
 Cartridge Holder .....	 \$ 3.50
Flashlight Holder .....	\$ 1.50
Federal Streamer Holder .....	\$ 2.00
 Handcuffs .....	 \$ 13.95
Handcuff Case .....	\$ 3.04
 Whistle Chains .....	 \$ 1.95
 Safety Helmet:	
Visor .....	\$ 2.25
Chin Cup .....	\$ 1.50
Chin Strap .....	\$ .95
Heavy Duty Face Shield .....	\$ 9.95
Head Suspension .....	\$ 4.90
Outer Shell .....	\$ 14.20
Duty Guard .....	\$ 2.95
Y-D Harness .....	\$ 2.95
 Holsters:	
Federal Man .....	\$ 5.95
Safariland 11A .....	\$ 18.95
Safariland 29 .....	\$ 12.95
Don Hume 216 .....	\$15.50

The following items are included in the clothing allowance for employees assigned to work as Detectives:

1. Saps
2. Handcuffs
3. Handcuff Holders
4. Overshoes
5. Rubbers
6. Holster